

## Abstract

An internal database contains a knowledge process evaluation template, a tacit knowledge expression template and a knowledge classification map. The knowledge process evaluation template contains a socialization evaluation template for evaluating the socialization process to capture tacit knowledge inside and outside the organization, an externalization evaluation template for evaluating the externalization process to express tacit knowledge in a comprehensible way and convert it into explicit knowledge, a combination evaluation template for evaluating the combination process to link such explicit knowledge to other pieces of explicit knowledge inside and outside the organization, and an internalization evaluation template for evaluating the internalization process to convert explicit knowledge into tacit knowledge through practice. A member of the organization is evaluated accordingly to each of said four evaluation templates and the obtained results are transmitted into a computer so that said computer analyzes and shows the outcome of how said member handles the actual situation on the computer screen or in a printed document.